

Quality Counts for Kids Task Force Meeting

November 15, 2004

Task Force Members Attendance: Task Force Chair: Ann Terrell-Milwaukee Affiliate, NBCDI Board of Directors, Mary Babula-Wisconsin Early Childhood Association, Gershia Coggs-Child Care Providers Helper, Shelley Cousin-Wisconsin Head Start Association, Dave Edie-UW-Extension Wisconsin Child Care Research Partnership, Lisa Furseth-Wisconsin Community Action Program, Tammy Hammell-Knowledge Learning Corporation, Dana Harmel-Wisconsin Family Child Care Association Representative, Jane Ilgen-Wisconsin Child Care Improvement Project, Laura Klingelhoets-Wisconsin Child Care Administrators Association Representative, Sandy Leibfried-Southwest Wisconsin CCR&R, Joyce Mallory-Wisconsin Council on Children and Families, Jose Martinez-United Migrant Opportunity Services, Inc., Carol Maurer-4C Community Coordinated Child Care, M. Judy Mays-Dusk 2 Dawn Child Care, Mary Motquin-Intertribal Child Care Council, Mike Poma-Milwaukee County Department of Human Services, Jane Robinson-The Registry, Barb Schuler-Wisconsin Technical College System Office, Kari Stroede-Satellite Family Child Care, Lisa Turnbull-Sawyer County Department of Human Services

Task Force Staff Attendance: Department of Workforce Development Staff: Laura Saterfield, Alan Sweet, Kath McGurk, Linda Leonhart, Jane Penner-Hoppe, Department of Health and Family Services Staff: Anne Carmody, Jill Chase, Julia Strong, Department of Public Instruction: Jill Haglund

Task Force Early Childhood Community Experts: Diane Adams and Jason Bierbrauer-UW-Extension Child Care Research Partnership

Task Force Visitors: Beverly Anderson, Jim Bates, Gabe Blood, Susan Bohn, Rebecca Brueggeman, Penny Chase, Connie Colussy, Tina Ginner, Pat Hernandez, Richard Jones, Gunna Middleton, Rhonda Mitchell, Susan Rohrbough, Patrick Steliga, Megan Vinje, Carrie Volenberg, Pirkko Zweifel

Call to Order

Ann Terrell, Chair of the *Quality Counts for Kids* Task Force called the meeting to order. Introductions were made. Ann provided a brief review of the Task Force charge as indicated by Governor Doyle: "To help develop a rating system that will give child care providers incentives to go above and beyond the basic standards of quality."

Laura Saterfield provided a timeline for the *KidsFirst*: Quality Counts for Kids final recommendation report that will be submitted to Governor Doyle in early to mid-December. Based on final decisions made during the Task Force meeting, revisions will be made to the draft report, an executive summary will be completed, and a letter of transmittal will accompany the final report to the Governor's Office.

Public Hearing Comment

Kath McGurk provided a summary of the comments received at the Public Hearings held in LaCrosse, Milwaukee and Wausau in October and also the comments received directly to the Child Care Section. A summary document was shared with Task Force Members that provided a compilation of the comments received, and identified those comments that were indicated most often.

168 individuals attended one of the three public hearings, and 111 individuals provided either oral, written or both oral and written comments. About 50 percent of those individuals that provided comment indicated general overall support for this initiative and 12 percent of those individuals that provided comment indicated general overall opposition to this initiative. A complete listing of comments received at each of the Public Hearings and at the Child Care Section is available on the *KidsFirst* web page.

Nine general categories of comments were reviewed with the Task Force. The following is a summary of Task Force Member action taken on the following Public Hearing comments. Categories of Public Hearing Comments are identified on the left, and Task Force Member Actions, when taken, are identified on the right:

<ul style="list-style-type: none"> Why is an unrelated bachelor's degree worth more points than an associate degree in early childhood? 	<p>Task Force Members have adjusted the Family Child Care Programs quality rating scale as follows:</p> <table border="1"> <thead> <tr> <th data-bbox="443 205 1386 237">Family Child Care Provider Qualifications:</th><th data-bbox="1386 205 1503 237">Points</th></tr> </thead> <tbody> <tr> <td data-bbox="443 237 1386 300">• Child Development Association (CDA) OR 6 credits related to early childhood education (ECE)</td><td data-bbox="1386 237 1503 300">1</td></tr> <tr> <td data-bbox="443 300 1386 342">• Infant-Toddler Credential</td><td data-bbox="1386 300 1503 342">3</td></tr> <tr> <td data-bbox="443 342 1386 384">• Administrator Credential</td><td data-bbox="1386 342 1503 384">4</td></tr> <tr> <td data-bbox="443 384 1386 447">• Related Associate Degree (ECE) OR Unrelated Bachelor's Degree (non-ECE)</td><td data-bbox="1386 384 1503 447">7</td></tr> <tr> <td data-bbox="443 447 1386 510">• CDA AND EITHER Related Associate Degree (ECE) OR Unrelated Bachelor's Degree (non-ECE)</td><td data-bbox="1386 447 1503 510">8</td></tr> <tr> <td data-bbox="443 510 1386 615">• Credential (Infant Toddler or Administrator) AND EITHER Related Associate Degree (ECE) Or Unrelated Bachelor's Degree (non-ECE)</td><td data-bbox="1386 510 1503 615">10</td></tr> <tr> <td data-bbox="443 615 1386 657">• Related Bachelor's Degree or higher (ECE)</td><td data-bbox="1386 615 1503 657">13</td></tr> <tr> <td data-bbox="443 657 1386 720">• Related Bachelor's Degree or higher (ECE) AND Credential (Infant Toddler or Administrator)</td><td data-bbox="1386 657 1503 720">14</td></tr> </tbody> </table> <p>Note: Points are non-cumulative.</p>	Family Child Care Provider Qualifications:	Points	• Child Development Association (CDA) OR 6 credits related to early childhood education (ECE)	1	• Infant-Toddler Credential	3	• Administrator Credential	4	• Related Associate Degree (ECE) OR Unrelated Bachelor's Degree (non-ECE)	7	• CDA AND EITHER Related Associate Degree (ECE) OR Unrelated Bachelor's Degree (non-ECE)	8	• Credential (Infant Toddler or Administrator) AND EITHER Related Associate Degree (ECE) Or Unrelated Bachelor's Degree (non-ECE)	10	• Related Bachelor's Degree or higher (ECE)	13	• Related Bachelor's Degree or higher (ECE) AND Credential (Infant Toddler or Administrator)	14
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<ul style="list-style-type: none"> If a program is able to recruit and retain well-educated staff, how will a program be supported to retain staff? The current child care system infrastructure of supports needs to be fully funded. Utilize current supports that have been developed in Wisconsin. 	<ul style="list-style-type: none"> Task Force Members identified the goal of developing a child care system that will provide for long term support services and adequate resources to achieve and sustain child care quality across Wisconsin. Task Force Members have identified that supports are necessary for child care programs to achieve high quality, and supports are necessary to sustain program quality. The Task Force Members recognize that <i>KidsFirst: Quality Counts for Kids</i> does not solve all problems facing the child care field, but it believes this program is a good start. Task Force Members clearly reaffirmed the goal of utilizing the current child care infrastructure, including training and technical assistance networks and agencies already in existence which are known and valued by the child care workforce. 																		
<ul style="list-style-type: none"> Why are child care program experience and longevity not recognized on the Quality Rating Scale? 	<ul style="list-style-type: none"> Task Force Members reviewed research findings prior to establishing the Quality Rating Scale components. Research clearly indicates that the quality of care provided is linked directly to the education of the caregiver, but not necessarily to the experience or longevity of a caregiver. T.E.A.C.H. scholarships are currently available to many child care teachers and programs to provide for the majority of tuition costs to access credit based instruction in Wisconsin. Staff retention has been included as a component eligible to receive a point within the Professional Practice Category of the Quality Rating Scale for Group Child Care Centers. Opportunities exist across the state for child care teachers, directors and family child care providers to bring their own personal portfolio of learning experiences to demonstrate understanding of core competencies in early childhood at technical colleges, private colleges and universities in order to receive credits in early childhood programs. Through recognition of experiences in high quality programming, as demonstrated by portfolio creation, earned credits can be applied for future degree programs. 																		

<ul style="list-style-type: none"> • Why are other national accrediting bodies not recognized within the Quality Rating Scale Learning Environment category? 	<ul style="list-style-type: none"> • Task Force Members directed that other national accrediting bodies should be reviewed to determine their equivalency to the National Association for the Education of Young Children (NAEYC) Accreditation and the National Association of Family Child Care (NAFCC). • The Task force recommended that newly identified and approved accrediting bodies be measured against NAEYC/NAFCC Accreditation criteria, and a set number of points will be identified on the Quality Rating Scale to correspond with the determined equivalency.
<ul style="list-style-type: none"> • Who will complete the evaluation of the child care program? • How often will programs be evaluated? • There needs to be consistent interpretation across the state. • How will regulatory compliance be determined? 	<ul style="list-style-type: none"> • Task Force Members reviewed the comments that were received regarding the evaluation of programs and the identification of a quality rating for a program. Task Force Members strongly agree that any rating must be completed through an objective, fair, valid and reliable approach. The Task force strongly endorsed the consistency of evaluations throughout Wisconsin. The Task Force believes the Quality Rating System must be reflective of diverse child care programs, and be respectful of cultural and linguistic diversity across programs. • Task Force Members have identified the need for the Department of Health and Family Services, Bureau of Regulation and Licensing (BRL) to further review, clarify and modify when appropriate the definition of Regulatory Compliance, and to provide further detail that can be shared with the child care workforce. • Task force Members requested that one or more examples of “regulatory non-compliance” be included in a PowerPoint for members to use in presentations. • The Task Force directed that BRL work with the Department of Workforce Development and the University of Wisconsin-Extension Child Care Research Partnership to develop a definition for “Regulatory Compliance”. Information will be available for the PowerPoint and prior to the Governor’s Budget Announcement.

Task Force Recommendation Paper Outstanding Issues

The following actions were taken by Task Force Members:

1.) Inclusion of Provisionally Certified Child Care Providers in the Quality Rating Scale/Tiered Reimbursement System

Carol Maurer moved that Provisionally Certified Child Care Providers be included in the Quality Rating Scale/Tiered Reimbursement System that will be rolled out in July 2006. The Department of Workforce Development will determine how to implement this approach through the work of an advisory committee. Jane Robinson seconded the motion. **Motion passed.**

2.) Licensed Group Quality Rating Scale: Professional Practices

Mary Babula moved that the Quality Rating Scale subcategory of Professional Practices be renamed Business Practices to include professional development, staff retention and use of the Center for the Child Care Work Force-Model Work Standards as a planning and assessment tool. This will provide additional opportunities for earning points within this category. Jane Robinson seconded the motion. **Motion passed.**

The Quality Rating Scale will be revised as follows:
Group Child Care Centers

Professional Practices (Maximum of 6 points, cumulative)	
Business Practices- Includes professional development opportunities, staff development plan, written evaluation of staff, staff retention, Child Care Food Program participation	2
Staff Benefits – Includes use of Model Work Standards, salary scale, health care benefits, paid vacation	2
Parental Involvement – Includes parent newsletters, parents on advisory board, parent/teacher conferences	2

3.) Licensed Family Quality Rating Scale: Professional Practices

Lisa Turnbull moved that the Quality Rating Scale subcategory of Professional Practices be renamed Business Practices to include professional development and use of the Center for the Child Care Workforce–Model Work Standards as a planning and assessment tool. This will provide additional opportunities for earning points within this category. Additional components added include: adding the wording “provider and staff benefits, and paid vacation.” Gershia Coggs seconded the motion. **Motion passed.**

The Quality Rating Scale will be revised as follows:
Family Child Care Programs

Professional Practices (Maximum of 6 points, cumulative)	
Business Practices- Includes professional development opportunities, and a professional development plan, Child Care Food Program participation	2
Provider/Staff Benefits – Includes use of Model Work Standards, salary scale, provider and staff benefits, health care, paid vacation	2
Parental Involvement – Includes parent newsletters, parent/provider conferences	2

4.) Quality Rating Scale: Environment - Accreditation Bodies

Dave Edie moved that alternative accrediting bodies be reviewed to determine their equivalence to the National Association for the Education of Young Children (NAEYC) and the National Association of Family Child Care (NAFCC) Accreditation. National accreditation bodies will be compared to the criteria used by NAEYC/NAFCC and a corresponding point determination should be made for the Quality Rating Scale Learning Environment Category. Joyce Mallory seconded. **Motion passed.**

5.) Group Child Care Center Quality Rating Scale Model

Joyce Mallory moved that the Group Child Care Center Quality Rating Scale Model be approved as revised to include the additional opportunities to earn points within the Professional Practices category and the Department of Workforce Development is directed to review additional national accreditation bodies for equivalency to NAEYC accreditation. Jane Ilgen seconded. **Motion passed.**

6.) Quality Rating Scale: Family Child Care Provider Qualifications

Dave Edie moved that the Family Child Care Qualifications rating scale be adjusted to provide equivalent points for an Associate Degree related to early childhood education and a Bachelor's Degree that is unrelated to early childhood education. The points in this category should be adjusted to continue to reflect a maximum of 14 points available (non-cumulative). Gershia Coggs seconded. **Motion passed.**

7.) Family Child Care Programs Quality Rating Scale Model

Joyce Mallory moved that the Family Child Care Programs Quality Rating Scale Model be approved as revised to include the equivalency of an Associate Degree related to early childhood education and a Bachelor's Degree that is unrelated to early childhood. Point values should be adjusted within the Provider Qualifications category to reflect this change, and to continue to allow for a maximum of 14 points (non-cumulative). Additional opportunities to earn points within the Professional Practices category should be provided and the Department of Workforce Development is directed to review additional national accreditation bodies for equivalency to NAFCC accreditation. Judy Mays seconded. **Motion passed.**

8.) PowerPoint Materials

Gershia Coggs moved that the Task Force Staff and Experts develop a PowerPoint presentation that can be used by Task Force Members to provide a consistent message on *KidsFirst: Quality Counts for Kids* and the components of the Quality Rating Scale and Tiered Reimbursement System. The PowerPoint must address the Regulatory Compliance Definition and provide clear information, including a time frame for Regulatory Compliance and specific examples. Jane Robinson seconded. **Motion passed.**

9.) Requirements for Child Care Programs Operated by School Boards

Lisa Furseth moved that all programs requesting Wisconsin Shares Child Care Subsidy Reimbursement must be rated on the KidsFirst: Quality Counts for Kids Quality Rating Scale. Programs exempt from licensing must provide verification of meeting the regulatory compliance definition and must verify and clearly document their quality rating scale level is based on set criteria. Programs will be reimbursed according to the star rating established for the verified level. Joyce Mallory seconded. **Motion passed.**

10.) Statements for the KidsFirst: Quality Counts for Kids Report

Task Force Members identified the need to include the following statements in the final report to reflect the objective of providing high quality child care openings for all children.

- Access to high quality programming is needed for all of Wisconsin's families, including both rural and urban settings.
- Child care supports, including access and support to receive credit based instruction, training and technical assistance, quality grants and stipends, as well as other opportunities are necessary to help programs across Wisconsin achieve high quality.
- High quality programs will need supports in order to continue to provide high quality experiences for children. Utilization and commitment to the current Early Care and Education System already in place is recommended.

Wrap Up

Task Force Members have completed the work necessary for the finalization of the *KidsFirst: Quality Counts for Kids* recommendation to Governor Doyle. Task Force Members have requested that the final report be shared with them prior to release, and that a letter of transmittal from the Task Force Chair, Ann Terrell to the Governor be shared as well. Meeting minutes and a PowerPoint presentation will be developed and sent out to Task Force Members also.

Task Force Members thanked Ann for her hard work in leading this effort. Ann thanked the Task Force Members also for staying on task and working through challenges to create a Quality Rating Scale and Tiered Reimbursement System that will affect change on child care quality throughout Wisconsin. Task Force Staff, Experts and Visitors were thanked for their roles.

No other meetings are scheduled at this time. The December 6, 2004 meeting has been cancelled. All materials will be added to the *KidsFirst* web page as they are finalized.

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11/19/04